

## IN THE MATTER OF

The Ontario Human Rights Code, R.S.O. 1980, c. 340,  
as amended

## AND IN THE MATTER OF

A complaint made by Mr. Wheatley Phelps of Niagara Falls,  
Ontario alleging discrimination in employment by Norton  
Research Corporation Limited, 8001 Daly Street, Niagara  
Falls, Ontario

BOARD OF INQUIRY

Professor Ian A. Hunter

APPEARANCES

Mr. Michael Bader	Counsel for the Ontario Human Rights Commission
Mr. Wheatley Phelps	Complainant
Mr. Rodney Kajan	Counsel to the Respondents



## DECISION

On 21 October 1981, I was appointed a Board of Inquiry by the Honourable Robert Elgie, Minister of Labour, to hear and decide the complaint made by Mr. Wheatley Phelps against Norton Research Corporation Limited. After discussion among all parties as to a suitable hearing date, the hearing was set for Niagara Falls on April 19, 1982.

At the hearing, on consent of both parties, the respondent was properly identified as the Norton Company Limited.

Mr. Bader, Counsel to the Ontario Human Rights Commission, announced at the outset of the hearing that the parties had reached a settlement and he filed Minutes of Settlement as Exhibit 3.

I have reviewed these Minutes of Settlement, which have been executed by all parties, and I have attached them to this Report.

Section 16(1) of the Ontario Human Rights Code underlines the conciliatory thrust of the legislation by imposing a mandatory duty upon the Commission to endeavour to effect a settlement of complaints. Not only are such settlements consistent with the spirit and letter of the Code, but they reduce the time and expense attendant on enforcement and are therefore desirable. Accordingly, I should like to formally record my appreciation to both counsel for the time and effort they expended in settling this matter.



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DATED at the City of London in the County of Middlesex  
this 21st of April, 1982.

Ian A. Hunter  
IAN A. HUNTER  
BOARD OF INQUIRY

